

revised

MEMORANDUM FOR: Deputy Director of Central Intelligence

FROM : Harry E. Fitzwater
Director of Personnel Policy,
Planning, and Management

SUBJECT : Personnel Planning

1. Action Requested: Paragraph 4 of this memorandum requests information from you.

2. Background: At the 15 April Executive Committee meeting you decided that the Annual Personnel Plan and Annual Personnel Report have outlived their utility and should be discontinued in their present form. You also tasked my Office and the Executive Committee Staff with developing alternative ways to accomplish the objective of effective personnel planning and to assist the DDCI/DCI in "getting a handle on" the Agency's personnel management system. At the same meeting you commented that you would provide the areas of your interest.

3. Staff Position:

I plan to convene a senior working group to address the topic of personnel planning and will report back to you and the Executive Committee on alternatives to accomplish your objectives. I believe a system can be developed that while not requiring the inordinate use of resources will be useful and targeted to your desires. Knowing the personnel management areas that you wish to monitor will be helpful in developing this planning system.

4. It is requested that you provide me the personnel management areas in which you are interested in monitoring.

Harry E. Fitzwater

ROUTING AND TRANSMITTAL SLIP

Date 23/4/81

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| TO: (Name, office symbol, room number, building, Agency/Post) | | Initials | Date |
| 1. C/PPS | | 4/24 | |
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| Action | File | Note and Return |
| Approval | For Clearance | Per Conversation |
| As Requested | For Correction | Prepare Reply |
| Circulate | For Your Information | See Me |
| Comment | Investigate | Signature |
| Coordination | Justify | |

REMARKS

Another example of my advancing senility. Last Friday when I indicated that [redacted] was going to get this info from DDCI informally, I was told to get her out of the loop and the request this information directly from D/PPPM. Now I told to provide him a list from which he can ~~xx~~ decide what he wants... this bothers me as it looks like we are trying to second guess again and this was a main problem with the former DCI. In any case, could you ask Bob (who is doing some preliminary work in this area) to start a list. And, on Monday (when I'm off) ask [redacted] for any ideas. Then, we can review Tuesday and get it on it's way.

On, might have free staff consider + brainstorm "on Monday"
Tks [redacted]

DO NOT use this form as a RECORD of approvals, concurrences, disposals, clearances, and similar actions

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| FROM: (Name, org. symbol, Agency/Post) | Room No.—Bldg. |
| DD/PAE | Phone No. |

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OPTIONAL FORM 41 (Rev. 7-76)
Prescribed by GSA
FPMR (41 CFR) 101-11.206

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ROUTING AND RECORD SHEET

SUBJECT: (Optional)

Personnel Planning

FROM:

Deputy Director for Policy,
Analysis and Evaluation
1006 Ames

EXTENSION

NO.

D/PPPM

4006

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DATE

22 APR 1981

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TO: (Officer designation, room number, and building)

DATE

RECEIVED

FORWARDED

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1. EA/D/PPPM
5E58 Hqs.

21 APR 1981

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2.

3.

DD/PPPM

Per our discussion, I have prepared the attached request to the ADCI asking for the personnel management areas in which he is interested in monitoring. [redacted] asked that we route the request through her.

[redacted]

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D/PPPM

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